

WORKING WOMEN IN ONTARIO

BY
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Forward

"How many working mothers are there in Ontario?"

"Which occupations are women in?"

"How much does the average secretary earn?"

The Ontario Women's Bureau is often asked these, and similar questions about working women in the province. The published information on working women is scattered, partial, and, in some important areas, non-existent. So it was decided that a basic reference monograph, gathering together the available statistics, was obviously needed.

The following monograph is intended as a simple summary of the existing data which should provide an overall view of working women for the general reader. We also hope that it will prove useful as a starting point for those readers who wish to study women's working conditions in more detail.

Where possible, Ontario data is used, but in some instances information is only available for Canada as a whole.

Although it is not directly related to working women, a chapter on the education and training of girls is included because this is so intimately linked with women's occupational distribution and level. The world of work and the educational system are mutually reinforcing and both must change together if women's status is to be improved.

The Women's Bureau would like to thank the many people and organizations who helped in the collection of this data.

Katherine Eastham

CHAPTER I - WOMEN AS WORKERS

WOMEN'S SHARE OF THE LABOUR FORCE HAS RISEN SHARPLY IN THE LAST TWENTY YEARS.

In 1950, in Ontario, women only made up 23 per cent of the labour force, while in 1970 they comprised 33 per cent of the labour force. In Canada as a whole, women's share of the labour force jumped from 22 to 32 per cent over the same period. Similar trends are apparent in other industrialized countries. In the United States, for example, women comprised 37 per cent of the labour force in 1968, compared with 28 per cent in 1947. 1)

THE PROPORTION OF WOMEN WHO WORK HAS ALSO RISEN.

In 1970 there were 2,732,000 women over the age of 14 years in Ontario, and 1,041,000 of them were in the labour force. This figure can be expressed as a labour force participation rate, which is 38 per cent for Ontario women -- higher than the national female participation rate of 36 per cent. Table 1:1 shows that the labour force participation rates of women in both Ontario and Canada have increased dramatically in recent years.

Females in the Labour Force*
Table 1:1 -- and Female Labour Force Participation Rates,**
Canada, Ontario, 1950, 1960, 1965, 1970.

Year	Canada %	Number in thousands	Ontario %	Number in thousands
1950	23.2	1112	26.1	430
1960	27.9	1657	31.5	661
1965	31.3	2076	34.1	797
1970	35.5	2690	38.1	1041

* labour force = employed and unemployed.

**labour force participation rate = the labour force as a percentage of the population 14 years of age and over.

Source: D.B.S. Labour Force monthly 71-001, Table 8, page 7, annual averages.

1) 1969 Hand Book on Women Workers - Women's Bureau, U.S. Department of Labour

Ontario women have always had higher labour force participation rates than other Canadian women, but the other provinces are beginning to catch up with Ontario. In 1960, 40 per cent of all Canadian working women lived in Ontario. By 1970 this proportion dropped slightly to 39 per cent.

THERE HAS BEEN AN INCREASE IN THE LABOUR FORCE PARTICIPATION OF OLDER WOMEN.

About half of all working women are over the age of 35 years. In 1960, in Ontario, women between the ages of 45 and 64 made up 27 per cent of all employed women. By 1970 their share of female employment has increased to 29 per cent. Similarly, at the national level, the proportion of employed women between the ages of 45 and 64 increased from 23 to 27 per cent between 1960 and 1970. (see Table 1:2)

Table 1:2 -- Percentage Distribution of Employed Women by Age, Canada, Ontario, 1970.

Age Group	Canada %	Ontario %
14-19 years	12.7	11.6
20-24	19.4	17.0
25-34	20.0	41.0
35-44	19.1	
45-54	17.6	28.9
55-64	9.5	
65+	1.6	1.6
Total	100%	100%

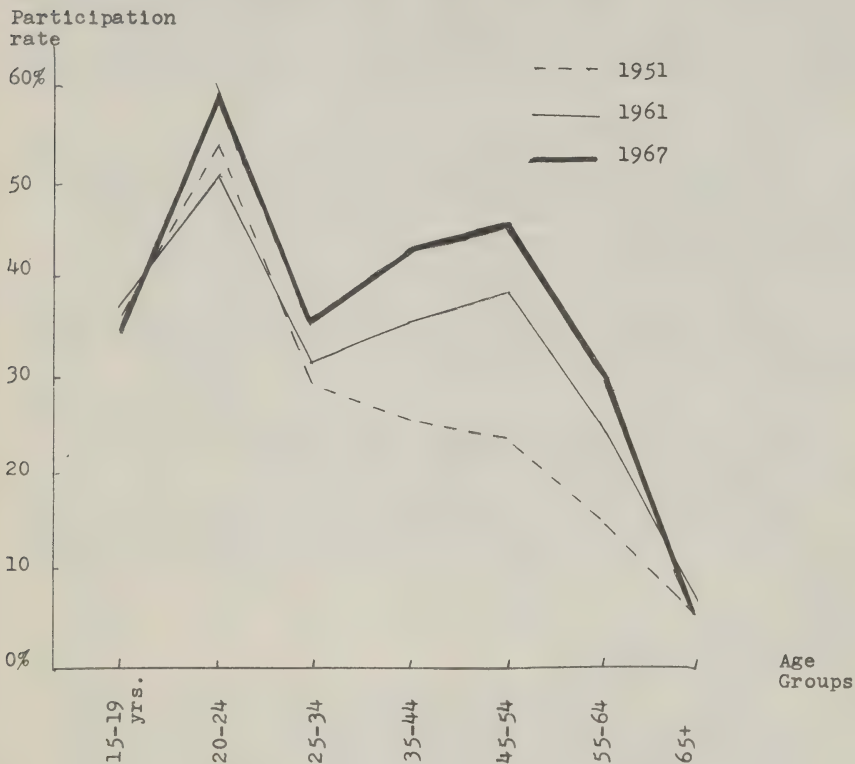
Source: D.B.S. Labour Force, Special Tables - annual averages.

Nationally, in 1970, 40 per cent of all women aged 35 to 44 were in the labour force, compared to only 29 per cent in 1960. Similarly the labour force participation rate for women between 45 and 54 jumped from 30 to 41 per cent over the same decade; while the labour force participation rate for women between 55 and 64 went up from 21 to 30 per cent between 1960 and 1970.

In Ontario, also, there have been marked increases in labour force participation rates among women in the 35 to 64 year age groups, as Chart 1:1 demonstrates. For example, the participation rate of women aged from 45 to 54 years jumped from 25 to 48 per cent between 1951 and 1967; whereas the

participation rate of women aged from 25 to 34 years only increased from 28 to 36 per cent during this period. The participation rates of girls between the ages of 15 and 19 years declined slightly, reflecting the trend towards longer schooling.

Chart 1:1 - Female Labour Force Participation in Ontario
by Age, 1951, 1961, 1967.



Source: Ontario Labour Force Projections 1968-1991. Department of Treasury and Economics. 1968. Table 1, page 7.

A clear pattern of female labour force participation is beginning to emerge. Large numbers of women work after leaving school and during the early years of their marriage. The tendency now is to withdraw from the labour force at the birth of the first child, rather than at marriage, and then to return to work when the major child-bearing responsibilities are over. This pattern accounts for the shape of the above graph, with its peak participation at ages 20-24, and 45-54, and a drop during the child-bearing ages of 25-34 years. This trend would be even clearer if only married women were considered, because the consistently high participation rates of single women tend to mask the extent of the drop-out and re-entry phenomenon among married women. A similar pattern of participation by age is apparent in Britain and the United States.

TWO-THIRDS OF ALL EMPLOYED WOMEN IN ONTARIO ARE MARRIED.

The most significant trend in women's recent employment patterns has been the marked increase in the labour force participation of married women. In Canada, in 1951, only 11 per cent of all married women worked. By 1961, this proportion had jumped to 21 per cent and, in 1970, the labour force participation rate for married women was 32 per cent.

In Ontario, in 1970, 62 per cent of all employed women were married, compared to 53 per cent in 1960. (see Table 1:3). In Canada, over the same period, married women's share of employment increased from 46 to 58 per cent.

Table 1:3 - Percentage Distribution of Employed Women by Marital Status. Canada, Ontario, 1960, 1970.

<u>Marital Status</u>	<u>Year and Province</u>			
	<u>1960</u>		<u>1970</u>	
	Canada	Ontario	Canada	Ontario
	%	%	%	%
Married	46	53	58	62
Single	44	35	33	28
Other (widowed, divorced, permanently separated)	10	12	9	10
Total	100%	100%	100%	100%

Source: D.B.S. Labour Force, Special Tables - annual averages.

However, at least 38 per cent of the employed women in Ontario (i.e. single and 'other') work in order to support them-

selves or their families without the addition of another, or a husband's, income.

MANY WOMEN WORK PART-TIME.

A much higher proportion of women than men usually work part-time, which is defined as less than 35 hours a week. 2) In Canada, between 1960 and 1970 the proportion of employed women who usually work part-time increased from 17 to 25 per cent. Part time work is on the increase among men too; the proportion of employed men who usually work part-time increased from 3 to 6 per cent during the last decade.

A large number of male part-time workers work less than 35 hours a week because they cannot find full-time work. Women, on the other hand, tend to work part-time out of choice. In October 1968 only 3% of Canadian women who usually work part-time said that they would prefer to work longer hours. 3)

The part-time employment of women is highest in sales occupations, followed by service, and then professional and technical occupations. In 1961, 1 out of every 3 saleswomen in Canada worked less than 35 hours per week, and the same proportion of teachers worked part-time. In 1966 about 1/4 of all Canadian nurses worked part-time.

AT BOTH THE NATIONAL AND PROVINCIAL LEVEL, WOMEN HAVE LOWER UNEMPLOYMENT RATES THAN MEN.

Table 1:4 shows that unemployment rates are lower for women than for men, and this has been a consistent relationship throughout the post-war period. This is contrary to the situation in other industrialized countries where women usually have higher unemployment rates.

-
- 2) D.B.S. Labour Force, Special Tables, Table 3(a), annual averages. The monthly labour force survey distinguishes between those who "usually work less than 35 hours" and those who actually worked less than 35 hours. The latter will obviously be greater than the former because of sickness, short-time, statutory holidays, etcetera.
 - 3) Tanden, N. and K. Underutilization of Manpower in Canada. D.B.S. Special Labour Force Studies No. 8, 71-513, September, 1969.

Table 1:4 - Male and Female Unemployment Rates - Ontario and Canada. 1970.

	Male	Female
<u>Ontario</u>	4.5	3.7
<u>Canada</u>	6.6	4.5

Unemployment rate = number of unemployed as percentage of number in labour force.

Source: D.B.S. Labour Force monthly 71-001, Table 8, page 7.

Two reasons have been suggested for this relationship. 1) Firstly, women workers are concentrated into occupations and industries where there is less unemployment. For instance, unemployment rates tend to be low in white collar occupations. This is only a partial explanation, however, and the "marginality" of women workers has been proposed as a second reason for their lower unemployment rates. Unemployment figures only show those who are actively looking for work, while it is known that many unemployed women simply withdraw from the labour force. "Canadian women are less fully 'committed' to labour force activity when they lose a job they are less likely to remain in the market looking for work, but instead return to some non-labour activity." 2)

WOMEN MAKE UP TWENTY-NINE PER CENT OF THE UNEMPLOYED IN ONTARIO.

Although the unemployment rate for women in Ontario is generally lower than the comparable rates for Canada as a whole, Ontario women are much closer to Ontario's men in their share of unemployment, as Table 1:5 demonstrates. In 1970, in Ontario, nearly 3 out of every 10 unemployed people were women, whereas nationally, only about 5 out of every 20 unemployed were women.

1) Ostry, Sylvia - Unemployment in Canada D.B.S. 1961 Census Monograph, 1968. pp. 5-7.

2) Ostry, Sylvia ... op cit, page 7.

Table 1:5 - Unemployed Women as a Percentage of Total Unemployed. Canada, Ontario, 1960, 1965, 1970.

Year	Canada %	Ontario %
1960	13.3	15.8
1965	20.0	26.9
1970	24.4	29.1

Source: D.B.S. Labour Force Monthly, 71-001, Table 8, page 7, annual averages.

Ontario women's greater share of unemployment may-be a reflection of their greater attachment to the labour force. Indeed, women's increasing share of unemployment between 1960 and 1970 may-be partially due to an increasing tendency for unemployed women to continue actually looking for work when they are not working, rather than to a 'real' increase in their unemployment.

SINGLE AND YOUNG WOMEN HAVE THE HIGHEST FEMALE UNEMPLOYMENT RATES.

For the country as a whole, the unemployment rate for single women is much higher than that for women in other marital status groups. In 1970, the unemployment rate for single women in Canada was 6.9 per cent, while for married women it was only 3.0 per cent.

This difference is almost entirely due to the age composition of the two groups. Married women are in the middle-age groups where unemployment is low, whereas single women are mainly in the 14-19 year age group, where unemployment is very high (see Table 1:6).

Table 1:6 Female Unemployment Rates by Age, Canada, 1970.

All Ages	14-19	20-24	25-34	35-44	45+
4.5	11.3	5.2	3.2	3.0	*

*Number too small to be reliable

Source: D.B.S. Labour Force, 1 71-001, Table 1, annual averages.

Both young men and young women have high unemployment rates, but the reason for this is difficult to ascertain. In 1970, women in the 14 to 19 year age group had a peak unemployment rate of 15 per cent in June and July. This would partly be due to school-leavers who were having difficulty in finding their first job, but it would mainly be due to students looking for temporary summer employment. Young workers have little seniority to protect them and lay off is usually on a seniority basis. They are freer than people with family responsibilities to test the labour market by shopping around for a job that suits them. Although young people tend to be better educated, they may lack the experience or specialized training which employers require.

CHAPTER 2: FUTURE LABOUR FORCE PARTICIPATION

The labour force activity of women will obviously be affected by changes in the demographic composition of the population. For instance, a high birth rate will tend to decrease the potential labour force participation of women of child-bearing age. Population trends are difficult to forecast, especially in Canada, because changes in immigration patterns and policies are less predictable than changes in other vital statistics, such as the birth rate.

A recent report from the Economic Council of Canada (1), using 1965 data, predicts that fertility rates will continue to decline, while net immigration will play a less significant role in population increase than in the past. It also points out that the fastest-growing segment of the Canadian population will be in the age groups coming into the labour force. Therefore, the working age population (i.e. 15-64 years) is expected to increase from 59 to 64 per cent of the total population between 1965 and 1980. The proportion of young dependents below the age of 15 years is expected to decline.

These estimates of the population can be combined with estimates of the future labour force participation rates of women in each age group to give the projected female labour force by age in 1980 (see Table 2:1).

NATIONALLY, FEMALE LABOUR FORCE PARTICIPATION WILL CONTINUE TO INCREASE.

According to the following projections, the labour force participation rate of all women will be 40.1 per cent in 1980, an increase of 4.6 percentage points from the actual rate of 35.5 per cent in 1970. The labour force participation rates of all female age groups are expected to increase, but higher than average increases are anticipated in the 35 to 64 year age groups, especially the 55 to 64 year age group. The very small increase in the 14 to 19 year age group is probably due to the trend towards more post-secondary education.

-
- 1) Illing, Wolfgang, M. Population, Family, Household and Labour Force Growth to 1980. Economic Council of Canada. Staff Study No. 19, Ottawa, Queen's Printer, 1967.

The number of women in the Canadian labour force is expected to increase by 36.8 per cent between 1970 and 1980 -- from 2,690,000 to 3,681,000. This would mean that, on average, the labour force would absorb nearly 100,000 new women members each year for the next decade. In view of the greater labour force activity of older women, a large proportion of this influx will be experienced women workers re-entering the labour force after an absence of a few years while they were raising their families.

Table 2:1 Actual and projected female labour force and labour force participation rates by age, Canada 1970 and 1980.

<u>Age Group</u>	<u>Labour force participation rates</u>			<u>Number in Labour Force (in thousands)</u>		
	Actual 1970	Projected 1980	Increase +	Actual 1970	Projected 1980	% increase in number
14-19	30.4	31.1	0.7	369	409	10.8
20-24	58.5	62.0	3.5	526	689	31.0
25-34	39.0	41.0	2.0	532	810	52.3
35-44	40.2	47.0	6.8	506	636	25.7
45-54	40.6	50.0	9.4	464	611	31.7
55-64	29.8	41.0	11.2	251	446	77.7
65+	5.0	7.2	2.2	43	80	86.0
Total	35.5	40.1	4.6	2,690	3,681	36.8

Source: D.B.S. Labour Force Special Tables, Table 1 annual average. Illing, Wolfgang op. cit. Table 4-1 page 93, Table 4-4, page 99. The above projection is based on an assumption of medium net immigration of 70 thousand per year.

ONTARIO WOMEN'S LABOUR FORCE ACTIVITY IS EXPECTED TO INCREASE, BUT AT A MORE MODERATE RATE THAN IN THE PAST.

For the Ontario projections, two population assumptions will be presented, giving "most probable" and "high" projections. This is partly to emphasize the impact which population growth has upon labour force participation, but it also allows for the conservative nature of the "most probable" projection. These projections were made in 1968, using the 1966 census of population as a bench mark, but the actual female labour force and population in 1970 was greater than the "most probable"

projections for 1971. 2) Table 2:2 shows the two projections for the female population in 1981.

Parallel with the national trends, the proportion of Ontario women in the working age group of 15 to 65 years is expected to increase from 62 per cent in 1970 to 63 or 64 per cent in 1981. Correspondingly, the proportion of young dependents is expected to decline from 29 to 26 or 27 per cent of the female population in the province between 1970 and 1981.

Table 2:2 "Most probable" and "high" female population projections by age and female labour force projections, Ontario 1981.

Age Group	"most probable"*		"high" **	
	Number (thousands)	%	Number	%
0-14	1,140	26.0	1,302	27.0
15-19	377)		395)	
20-24	397)		419)	
25-34	689)	64.0	752)	63.0
35-44	503)		549)	
45-54	459)		479)	
55-64	411)		421)	
65+	446	10.0	457	10.0
Total	4,422	100.0	4,774	100.0

Female labour force (labour force participation rate of 40.3) 1,324

* "most probable" - assumption 'C'-M30, i.e. total fertility rates will remain unchanged at the 1967 rate of 2,704 and the annual rate of net migration will be 30,000.

** "high" assumption B-11, i.e. net immigration of 60,000 per year, death rates declining in all age groups except ages 5-24, fertility rates increasing by 0.5 per cent per annum.

Source: Ontario Labour Force Projections op. cit. pages 39, 47 and 52.

2) Ontario Labour Force Projections 1968-1991 Department of Treasury and Economics, Economic Planning Branch, 1968.

According to the estimates in Table 2:2 the female population as a whole is expected to increase by either 16 per cent ("most probable") or 25 per cent ("high") between 1970 and 1981. Since this increase will be largely in the working age group, the female labour force would increase by 20 or 27 per cent, even if the female labour force participation rate were to remain unchanged at the 1970 level of 38.1. In other words, the size of the female labour force will increase proportionately faster than the female population even if women of working age do not show an increased propensity to work outside the home.

However, if the recent trends in the labour force activity of women generally, and especially those over the age of 35 years, continue, the female labour force participation rate is expected to increase to 40.3 by 1981.

Combining the latter participation rate and the "most probable" population projection, the female labour force would number 1,323,700 in 1981, an increase of 27% from 1970. If this projection is accurate, the Ontario labour force will absorb about 26,000 more women members each year for the next eleven years.

With the "high" population projection, and the same participation rate, the female labour force would increase to 1,399,000 in 1981. This would be a numerical increase of 34% from 1970 and would involve the annual absorption of about 33,000 new women workers.

Although both these projections indicate a continuing trend towards increasing female labour force activity, they do not anticipate such marked increases as those which occurred between 1960 and 1970. Table 2:3 compares the actual and expected changes in women's labour force participation in the last and the next decade.

Between 1960 and 1970, the female labour force participation rate in Ontario increased by 6.6 percentage points (from 31.5 to 38.1 per cent), while the number of working women increased by 58 per cent, and the Ontario labour force absorbed about 38,000 new women members each year. It can be seen from Table 3:2 that these increases are much more marked than either the "most probable" or the "high" projections for 1981.

Table 2:3 Comparison of actual increases in the female labour force and participation rate between 1960 and 1970, with "most probable" and "high" projection for 1981. Ontario.

	<u>Actual</u>		<u>Projected</u>	
	1960	1970	1981	
			"most probable"	"high"
Women in the labour force	661,000	1,041,000	1,324,000	1,399,000
% increase in numbers	('60-'70) 58%		('70-'81) 27%	('70-'81) 34%
Female labour force participation rate	31.5	38.1	40.3	40.3
% point increase in participation rate	('60-'70) 6.6		('70-'81) 2.2	('70-'81) 2.2

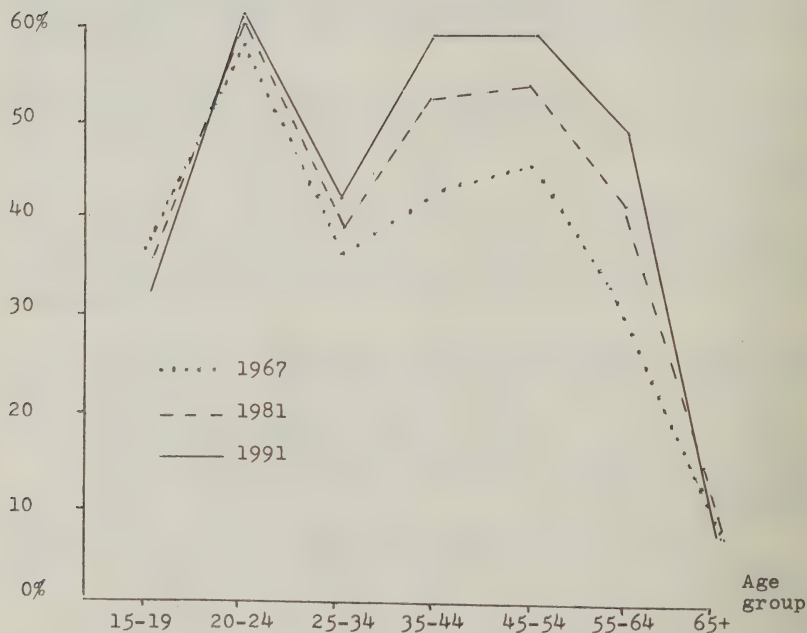
OLDER, MARRIED WOMEN WILL CONTINUE TO BE THE MAIN SOURCE OF FUTURE INCREASES IN THE FEMALE LABOUR FORCE.

Women's participation rates by age are only available for 1967 in Ontario. Graph 2:1 compares these actual rates with the future female labour force participation rates projected for 1981 and 1991 in Ontario, using the "most probable" population assumption.

The most striking feature of Graph 2:1 is the sharp increase in the labour force participation rates of women between 35 and 64. The slight "re-entry" of these women in 1967 is expected to become increasingly marked until by 1991 the second peak of participation will be almost as high as the first peak in the 20 to 24 year age group.

Graph 2:1 Actual and projected female labour force participation rates by Age, Ontario. 1967, 1981, 1991.

Labour force participation
rate



Source: Ontario Labour Force Projections, 1968-1991.
Department of Treasury and Economics, Economic
Planning Branch 1968. Table 1, page 7 - Derived
from the "most probable" population projection.
(i.e. assumption 'C' - M30) with "high" par-
ticipation rates for women in the 35-64 year
age groups.

In 1967 the maximum participation of mature women was in the 45 to 54 year age group, but in the next decade or two, the maximum participation will probably reach its peak before this, in the 35 to 44 year age group. This is probably due to the declining age of marriage and childbirth, which means that women will be ready to re-enter the labour force at an earlier age, and thereby have a potentially longer working life ahead of them when their major family responsibilities are finished. Tomorrow's older women will have grown up with values and attitudes which support re-entry into the labour force, so many of them will return to work when their children are younger, rather than when they have grown up.

Another feature of Graph 2:1 is that proportionately fewer women are expected to leave the labour force during the childbearing age group of 25 to 34 years. The labour force participation rate in this age group is expected to increase from 36.2 to 40.0 in the next 20 years. This means that the base from which the extent of re-entry is measured will probably be higher, as fewer women leave the labour force during this stage in the life-cycle.

The highest labour force activity of women has always been in the 20 to 24 year age group, but only minor increases are expected within this group in the future. Labour force participation in the 15 to 19 year age group is actually expected to decline slightly because young women will be staying longer in school.

Although the labour force activity of married women has increased dramatically in recent years, they still form the largest reservoir of potential workers. "The further growth in the proportion of women in the work force is likely to occur only with a rise in the labour force participation of married women. At the moment, married women, while more likely than ever to be gainfully employed, still constitute the largest pool of potential labour in the country, outside the school-age population". 3)

-
- 3) Allingham, J.D. and Spencer, B.G. Women Who Work: Part 2. Married Women in the Labour Force; The Influence of Age, Education, Childbearing Status and Residence. D.B.S. Special Labour Force Studies, No. 2, series B 71-514, page 9.

CHAPTER 3: WORKING MOTHERS

PROPORTIONATELY, ONTARIO HAS MORE WORKING MOTHERS THAN CANADA AS A WHOLE.

A recent report by the Canada Women's Bureau estimated that 21 per cent of all mothers with children under 14 years of age are working. Table 3:1 shows that Ontario had the highest percentage, with one quarter of all mothers 1) working, although this means that three quarters of all mothers in Ontario were not working at the time of the survey. (April 1967).

Table 3:1 Mothers in the Population with one or more Children aged under 14 by Work Status, Canada and Ontario, April 1967. (Numbers in thousands)

	Canada		Ontario	
	No.	%	No.	%
Working mothers	540	21	230	25
Mothers not at work	2,058	79	687	75
All mothers	2,598	100	917	100

Source: Working Mothers and their Child Care Arrangements - Women's Bureau, Canada Department of Labour, 1970.
Table 1, page 19.

PRE-SCHOOL CHILDREN ACT AS A DETERRENT TO LABOUR FORCE PARTICIPATION.

Previous studies have shown that the age, rather than the mere presence of children, is the important factor influencing the labour force participation of mothers. "Our analysis suggests that the presence of pre-school age children constitutes the single most important deterrent to labour force participation".²⁾

- 1) Unless otherwise stated 'mother' will be used to refer to mothers of children under 14 years of age.
- 2) Allingham, J.D. and Spencer, B.G. -- Women Who Work: Part 2. Married Women in the Labour Force: The Influence of Age, Education, Child-bearing Status and Residence. D.B.S. Special Labour Force Studies No. 2, Series B. 71-514, page 11.

Table 3:2 Mothers by Work Status and Age Group of Children under 14. Canada and Ontario 1967. (thousands)

	<u>Canada</u>		<u>Ontario</u>	
	<u>No.</u>	<u>% at work</u>	<u>No.</u>	<u>% at work</u>
<u>Mothers with children under 6 yrs.</u>				
All mothers	762		274	
Working mothers	141	19%	63	23%
<u>Mothers with children 6-13 yrs.</u>				
All mothers	951		338	
Working mothers	264	28%	109	32%
<u>Mothers with some children under 6 and some over 6 yrs.</u>				
All mothers	886		305	
Working mothers	134	15%	57	19%
<u>Total mothers with children under 14 yrs.</u>				
Total all mothers	2,598		917	
Total working mothers	540	21%	230	25%

Source: Working Mothers and their Child Care Arrangementsop cit, Table 2. page 20.

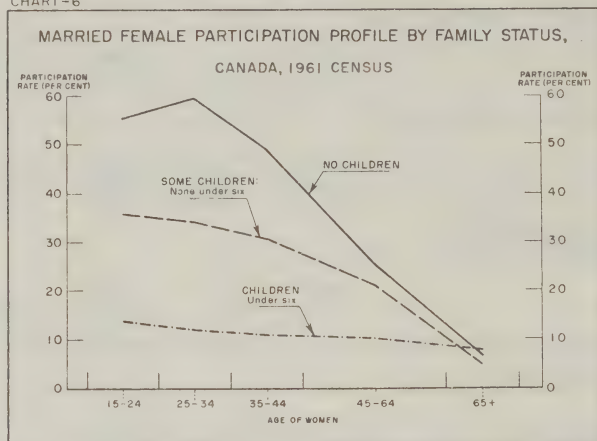
22 PER CENT OF THE CHILDREN UNDER 14 YEARS IN ONTARIO HAVE WORKING MOTHERS

Proportionately more children under 14 in Ontario have working mothers than children in the other provinces. Even so, 78 per cent of the children under 14 years in Ontario do not have working mothers. In other words, about 230,000 working mothers in Ontario must make arrangements for the care of their children, and 444,000 children are affected (see Table 3:3).

CHART 3:1

Married Female Participation Profile by Family Status, Canada
1961 Census

CHART-6



Source: Ostry, Sylvia. -- The Female Worker in Canada,
D.B.S. 1961 Census Monograph Chart 6, page 18.

The above graph shows that married women's labour force participation becomes progressively higher as one goes from pre-school children, to older children, to no children.

This conclusion is borne out by the 1967 survey estimates (see Table 3:2). Only 19 to 23 per cent of mothers with children under six years were working compared to 28 to 32 per cent of mothers with children between the ages of six and 13 years. Interestingly, the lowest labour force participation was among mothers with children in both age groups. The highest labour force participation of mothers in Canada is among those with children aged between six years and 13 years in Ontario and British Columbia.

Table 3:3 Children by Work Status of Mother. Canada and Ontario 1967. (thousands)

	<u>Canada</u>		<u>Ontario</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
Children under 14 with working mothers	1,075	18%	444	22%
Children under 14 whose mothers do not work	4,960	82%	1,587	78%
All children under 14	6,035	100%	2,031	100%

Source: Working Mothers.....op cit, Table 19, page 37.

The latest estimates 3) indicate that in Ontario in 1970 there were about 715,000 children under the age of 16 years whose mothers were working; and 135,000, or 19 per cent of them, were under six years of age. Table 3:4 shows that proportionately fewer children under the age of six (17 per cent) had mothers in the labour force, compared to all children under the age of 16 who had working mothers (30 per cent).

Similarly 47 per cent of all married women in the labour force in 1970 had children under the age of 16, but only 16 per cent of them had children below the age of six years. So about 330,000 working women may have made child care arrangements for their children, although only 110,000 women had to make arrangements for pre-school children.

Table 3:4 Working Mothers and their Children in Ontario - 1970 (numbers in thousands).

Children less than 16 in population	2,370
Children less than 16 with working mothers	715 (30%)
Children less than 6 in population	790
Children less than 6 with working mothers	135 (17%)
Married women in labour force	700
Married women in labour force with children under 16	330 (47%)
Married women in labour force with children under 6	110 (16%)

Source: Day Care Nurseriesop cit, Table 2, page 5.

3) Day Care Nurseries: An Analysis of Potential Need in Ontario. Economic Planning Branch, Policy Planning Division, Department of Treasury and Economics, November, 1970.

CHILD CARE FACILITIES AND ARRANGEMENTS

In Ontario, in July 1970, there were 216 full-day programmes for children operated by licensed public and private nursery schools. At the same time, there were 425 half-day programmes licensed in the province. In December 1969, there were 25,800 places for children at nursery schools and day care centres in the province but, as some of the schools run two half-day programmes, there would be more children than the number of places would suggest. 4) In Metropolitan Toronto, in 1970, there were 89 institutions providing full-day care for approximately 5,000 children; and 123 nursery schools providing half-day programmes for about 6,000 children. 5)

The national survey found that, although the majority of working mothers (63 per cent) work full-time, there were no regular child care arrangements for one in ten children of working mothers. The majority (64 per cent) of children were cared for in their own homes, while only 15 per cent were cared for outside the home. Similarly, the majority (73 per cent) were in 'mainly unpaid care' situations and 27 per cent in 'mainly paid care' situations. 6) However, the use of paid, and presumably more formal, care arrangements was most common among mothers with pre-school children, those who work full-time, those with higher family earnings, and those in professional, technical or clerical occupations. The study suggests that most working mothers arrange their working hours to fit in with school attendance, or when another household member, usually the father, can be present to look after their children.

Many mothers do not work merely for a second income, but as the sole support of their families. In 1966, 82 per cent of the 125,000 one parent families in Ontario were headed by women, 7) but we do not know whether or not they were in the labour force.

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- 4) Information obtained from Day Nurseries Branch, Department of Social and Family Services.
 - 5) These figures do not include special facilities for children who are mentally retarded, multiply handicapped, emotionally disturbed, etc.
 - 6) Whether or not care was paid for was not ascertained in the survey, so the proportions were assessed according to the type of care.
 - 7) D.B.S. - 1966 Census Reports "Families by Marital Status, Age and Sex of Head" 93-611 Vol. 1-11 (2-11) July 1968

CHAPTER 4: IMMIGRANT WOMEN

MANY OF ONTARIO'S WORKING WOMEN COME FROM ABROAD.

In 1967, 57 per cent of all post-war immigrants to Canada were living in Ontario, and these included 470,000 women. In 1968, 52 per cent of the landed immigrants arriving in Canada planned to settle in Ontario and 47,736 (49.6 per cent) of them were women. Forty-six per cent of the female immigrants to Ontario (other than children) intended to work.

THERE ARE PROPORTIONATELY MORE WOMEN OF WORKING AGE AMONG IMMIGRANTS THAN THERE ARE IN THE POPULATION.

Table 4:1 shows that over one quarter of the female immigrants to Ontario in 1968 were aged between 25 and 34, and three quarters of them were in the working-age group of 15 to 64 years. Less than two thirds of the total female population of Ontario was of working age in 1968. Correspondingly fewer female immigrants were in the 'dependent' age groups below 14 or over 65 years. This means that, purely on the basis of age, one would expect proportionately more immigrant than native-born women to be working.

Table 4:1 Percentage Distribution of women by Age groups - Ontario: 1968 immigrants and 1968 population.

<u>Age Group</u>	<u>Female immigrants who gave Ontario as their destination. (47,736)</u> %	<u>Female population (3,656,200)</u> %
Under 14 years	21.3	29.8
15 - 24	31.4)	16.4)
25 - 34	25.6)	12.9)
35 - 44	9.2) 75.4	13.0) 61.0
45 - 54	4.5)	10.8)
55 - 64	4.7)	7.9)
65+	3.4	9.2
	100%	100%

Source: 1968 Immigration Statistics - Canada Immigration Division, Department of Manpower and Immigration, 1970.

Population Estimates by Marital Status, Age and Sex for Canada and Provinces 1968. D.B.S. 91-203, 1970.

PROPORTIONATELY MORE POST-WAR IMMIGRANT THAN NATIVE-BORN WOMEN ARE IN THE LABOUR FORCE.

For both sexes, the labour force participation rates of immigrants are higher than those of native-born Canadians. A recent study of post-war immigrants to Canada found that in February, 1967, two out of every five post-war immigrant women were in the labour force, compared to one out of every three born in Canada. 1)

One factor which encourages the higher labour force activity of post-war immigrants is their concentration in cities. In 1967, 87 per cent of all post-war immigrants in Ontario lived in urban areas, usually large ones, compared to only 75 per cent of the native-born population.

The difference between the male post-war immigrant and native-born participation rates can be accounted for by differences in age and regional distribution. But, in the case of women, differences in age and residence do not completely account for differences in labour force participation. This means that the higher proportion of female post-war immigrants in the labour force is not just a 'chance' occurrence, but is due to a significantly greater labour force attachment among immigrant women.

MARITAL STATUS AND EDUCATION DO NOT INFLUENCE THE LABOUR FORCE PARTICIPATION OF POST-WAR IMMIGRANT WOMEN AS STRONGLY AS THAT OF NATIVE-BORN WOMEN.

In 1967 about three quarters of all post-war immigrant women were married, compared with less than two thirds of the native-born women. Marriage will usually inhibit labour force participation, but marital status does not influence the labour force activity of immigrant women as strongly as it does the labour force participation of native-born women, as Table 4:2 demonstrates.

The participation rate of married immigrant women is closer to that of single native-born Canadians than it is to the participation rate of native-born married women. Also, the gap in participation between post-war immigrant single and married women is less than that between their native-born counterparts.

1) Davis, N.H.W. and Gupta, M.L. - Labour Force Characteristics of Post-War Immigrants and Native-born Canadians, 1956-1967
D.B.S. Special Labour Force Studies No. 6. 71-510 September, 1968.

Table 4:2 Female Labour Force Participation Rates by Marital Status - Ontario, February, 1967.

<u>Marital Status</u>	<u>Post-war Immigrant females</u>	<u>Native-born females</u>
Single	48.3	42.5
Married	38.2	30.4
Other	39.2	31.4
Total (all marital status groups)	40.1	33.3

Source: Davis and Gupta op cit, Table D9, page 44

When the education of immigrant and native-born women is compared, as in Table 4:3, proportionately more female immigrants than native-born women completed secondary school or better; but this is offset by the lower proportion of post-war immigrant women who received only some high school education, and the large proportion with only an elementary education.

Table 4:3 Educational attainment of female native-born and post-war immigrants. Canada, February, 1967.

<u>Education</u>	<u>Post-war immigrant females</u> %	<u>Native-born females</u> %
Completed elementary school or less	38.4	34.7
Some high school	27.1	37.7
Completed high school	30.4	25.2
University degree	4.1	2.4
	100%	100%
Median years of education	9.7	9.6

Source: Davis and Gupta op cit., Table 5, page 13.

Educational attainment, like marital status, does not affect the labour force participation of immigrant women as strongly as it does the participation of native born women. Table 4:4 shows that, at all levels of education, the participation rates of post-war immigrant women are higher, but this is especially marked at the lower levels of education. This suggests that lack of educational qualifications does not inhibit the labour force activity of immigrant women to the extent that it lessens the participation of native-born women.

Table 4:4 Labour Force Participation Rates by Educational Level. Canada, February, 1967

<u>Education</u>	<u>Post-war immigrant</u>	<u>Native-born</u>
	<u>females</u>	<u>females</u>
	%	%
Elementary or less	34.8	20.2
Some high school	35.0	29.9
Completed high school or some university	48.2	46.5
University degree	64.1	61.0

Source: Davis and Gupta op cit., Table 14, page 23.

The greater propensity for immigrant women to work is probably due to the need for their families to establish themselves financially in a new country. This stronger motivation to work would explain why education and marital status (and possibly even the presence of children) do not affect the labour force participation of post-war immigrant women as much as that of their native-born counterparts. The occupations of women immigrants will be discussed in Chapter 6.

CHAPTER 5: WOMEN UNION MEMBERS

THE UNIONIZATION OF WOMEN IS INCREASING

Nationally, between 1962 and 1968, the number of women union members increased from 248,884 to 438,543; an increase of 76 per cent. Over the same six year period, the number of men union members only increased by 13 per cent. Women's share of total union membership increased from 16 to 20 per cent between 1962 and 1968. Therefore, not only has the unionization of women been increasing, it has also been occurring at a faster rate than that of men. However, proportionately more working men than working women are members of labour unions. In 1968, 18 per cent of women in the labour force were unionized, compared with 31 per cent of men workers.

One-third of all women union members in Canada live and work in Ontario. In this respect, Ontario ranks second to Quebec, which has 40 per cent of all women union members.

Both the number and proportion of women union members in Ontario have also increased significantly in recent years, as Table 5:1 demonstrates. The number of women union members in the province increased from 95,140 to 146,671 between 1962 and 1968; a gain of 54 per cent. Women's share of total union membership increased from 15 to 18 per cent during this same period.

Table 5:1 Increase in Female Union Membership from 1962 to 1968
Ontario

	<u>Number of women members</u>	<u>Women members as % of total membership</u> %
<u>International Unions</u>		
1962	51,889	11.0
1968	91,838	14.5
<u>National Unions</u>		
1962	21,907	24.9
1968	32,458	31.3
<u>Government Employees Organizations</u>		
1962	21,344	24.9
1968	22,375	24.7

Table 5:1 (cont'd.)

	<u>Number of women members</u>	<u>Women members as % of total membership</u> %
<u>All Labour Organizations</u>		
1962	95,140	14.7
1968	146,671	17.7

Source: Corporations and Labour Unions Returns Act - Report for 1968. Part II, Labour Unions. Minister of Industry, Trade and Commerce. January, 1971. Table 20A, page 60 + equivalent table in 1962 Report.

The service and white collar section of the economy has expanded dramatically in recent years, and much of the increase in union organization has been in this area of the labour force. These industries are typified by a high proportion of female employees, so this would explain the increase in the number and proportion of women union members. Also, the primary and heavy manufacturing industries which employ a large proportion of men are already well organized. The increase in union membership which has occurred in the manufacturing section of the economy has been largely in light manufacturing, where a high proportion of women are employed.

Table 5:1 also shows that, in 1968 in Ontario, 63 per cent of all women union members were in international unions, 22 per cent were in national unions, and 15 per cent in government employees organizations. However, women were better represented in the national unions (32 per cent) and the government organizations (25 per cent), than in the international unions (15 per cent). This is because the national unions and government organizations tend to represent white collar and service industries, whereas the international unions tend to represent heavy industry.

WOMEN'S UNION MEMBERSHIP IS CONCENTRATED IN A FEW UNIONS.

In Canada as a whole, only 51 per cent of all union locals reported women members in 1968. Thirty-eight of the total of 175, reporting organizations reported no women members, and in 36 organizations they formed less than 10 per cent of the membership. Only 29, or 17 per cent of the organizations had a majority of female members; and 41 per cent of all women union members in Canada belonged to these 29 organizations.

The national figures demonstrate that, parallel with their occupational distribution, women are concentrated in a few labour organizations.

Unions with 10,000 or more women members - Canada 1968.

Quebec Teachers Corporation (44,587)
 Canadian Union of Public Employees (38,767)
 National Federation of Services, CNTU (29,928)
 Public Service Alliance of Canada (28,099)
 International Ladies Garment Workers (18,568)
 Building Service Employees International Union (16,815)
 Confederation of National Trade Unions (13,444)
 International Union, United Automobile, Aerospace and
 Agricultural Implement Workers of America (11,802)
 Registered Nurses' Association of British Columbia (11,265)
 Alberta Association of Registered Nurses (10,490)
 Amalgamated Clothing Workers of America (10,375)

Similarly, Table 5:2 shows the concentration of women's union membership by industry. Sixty-eight per cent of all women union members work in just two industries - the service and the manufacturing industries. Within the latter, 18 per cent of all women union members are in the textile, knitting and clothing; the electrical products, and the food industries. Women make up over half of the union membership in the service industry, and the textile and tobacco manufacturing industries. Their representation is also above average (i.e. 20 per cent) in food, leather and electrical products manufacturing, as well as the retail and finance industries.

Table 5:2 Distribution of Women Union Members by Selected Industries, Canada 1968.

<u>Industry Group</u>	<u>Number of women members</u>	<u>Per cent women members of total women membership</u>	<u>Per cent women members of industry membership</u>
Manufacturing (total)	129,784	29.6	17.3
Food	18,969	4.3	25.9
Tobacco	3,089	0.7	52.9
Leather	5,891	1.4	46.3
Textiles, knitting, clothing	36,565	8.3	50.8
Electrical products	22,451	5.1	30.5
Other manufacturing	42,819	9.8	8.4
Transportation, communication, utilities	41,426	9.4	11.4
Wholesale trade	11,015	2.5	20.3
Retail trade	26,066	6.0	42.3

Table 5:2 (cont'd.)

<u>Industry Group</u>	<u>Number of women members</u>	<u>Per cent women members of total women membership</u>	<u>Per cent women members of industry membership</u>
Finances	2,296	0.5	29.0
Service Industries	167,843	38.3	54.9
Public Administration	57,746	13.2	20.5
Miscellaneous Industries*	2,367	0.5	0.7
Total	438,543	100.0	20.4

* Agriculture; Forestry; Fishing and Trapping; Mines, Quarries and oil wells; construction - i.e. industries where women's union membership is minimal.

Source: Corporations and Labour Unions Returns Act op cit.
Table 27A, page 72.

CHAPTER 6: WOMEN'S OCCUPATIONS

WOMEN ARE HEAVILY CONCENTRATED IN A FEW OCCUPATIONAL GROUPS.

In spite of women's increasing labour force participation there is still a division of labour between 'male' and 'female' occupations. The last comprehensive data regarding occupational distribution for Ontario is provided by the 1961 Census.

Table 6:1 Occupational Distribution of Male and Female Labour Force. Ontario. 1961 Census. (Stated as Percentage)

Occupation	CANADA		ONTARIO	
	Male	Female	Male	Female
Managerial	10.2	3.3	11.1	3.0
Professional and Technical	7.6	15.4	8.4	13.7
Clerical	6.9	28.9	7.6	32.8
Sales	5.6	8.3	5.9	8.5
Services and Recreation	8.5	22.4	8.6	21.4
Transport	6.9	0.1	6.6	--
Communication	0.6	2.0	0.6	2.0
Craftsmen/production	28.2	11.6	31.0	12.1
Labourers/unskilled	6.9	1.2	6.6	1.3
Farmers	12.2	4.3	8.8	3.3
Primary	3.8	--	2.9	--
Not stated	2.6	2.5	2.5	1.9
	100%	100%	100%	100%
Total No. (in thousands)	4,694	1,764	1,701	692

Source: DBS 1961 Census of Canada - Labour Force: Occupation and Industry Trends. Series SL, 94-551. Tables 8A and 8B

About one third of all women workers were in clerical occupations in 1961, and about one out of five women in the labour force were in service and recreation occupations. Thus, over one half of all working women were in just two occupational groups. About one out of six working women were in professional and technical occupations, and a slightly smaller proportion were in crafts and production work.

About 30 per cent of all male workers were concentrated in craft and production process occupations; but, apart from

this, their distribution in the major occupational groups was much more even than the female distribution. Proportionately more men than women were engaged in the following occupations - managerial, transport, primary, labourers, farmers, craft and production.

Within each major occupational group, Ontario women were concentrated in the following areas in 1961.

Professional and technical - teachers; nurses; auxiliary medical; musicians and music teachers; librarians.

Owners and managers within the following industries - retail trade; finance, insurance and real estate; recreational services; manufacturing.

Sales - sales clerks.

Clerical - stenographers, typists and clerk typists.

Service and recreation - housekeepers, waitresses, cooks, nursing assistants and aides, maids, cleaners, hairdressers, laundry workers.

Communication - telephone operators.

Farmers and farm workers - farm labourers.

Craftsmen, production process and related workers - textile workers (spinners, weavers, knitters), dressmakers, shoe makers and repairers, bookbinders, fitters and assemblers of electrical and metal goods, paper products makers, food processors.

NATIONALLY, THE OCCUPATIONAL DISTRIBUTION OF WOMEN HAS NOT CHANGED SIGNIFICANTLY SINCE 1961.

Tables 6:2 and 6:3 show occupational trends since the beginning of the decade.

Women's share of managerial occupations has increased slightly from 11 to 13 per cent, although the proportion of women who are engaged in managerial jobs has remained constant.

The proportion of women in professional and technical jobs has expanded from 15 to 18 per cent but their share of professional and technical jobs has remained constant, although this is the fastest growing occupational group. (Professional and technical jobs increased from 10 to 14 per cent of all occupations between 1961 and 1970).

In Ontario, between 1931 and 1961, women's share of white collar jobs increased from 33 to 42 per cent. This was mainly due to large increases in clerical occupations (49 to 64 per cent). Since 1961, in Canada as a whole, the proportion of women in clerical occupations has increased from 30 to 32 per cent. Over the same period women's share in clerical jobs has increased from 62 to 71 per cent.

Although women make up an increasing proportion of those people employed in sales occupations, the overall proportion of women in sales has declined somewhat. The number of women in sales occupations increased by 34 per cent between 1961 and 1970, yet the number of women in all occupations increased by 54 per cent over the same period. This may be due to the fact that sales occupations have not been expanding as rapidly as other occupational groups. (Over the same nine-year period sales occupations dropped slightly from 7.4 to 7.1 per cent of all occupations).

In 1970, 23 per cent of all working women were employed in service and recreation occupations, and they made up 60 per cent of those employed in this occupational group. This proportional distribution is not substantially different from that of 1961.

Because of the automation of the telephone operator's job, communications is a declining area of employment for women.

Women's share in each of labouring, unskilled, and farming occupations has increased slightly although the proportion of all working women in these occupations has tended to decline, as has their distribution in craft and production occupations.

Table 6:2 Occupational Distribution of Employed Women, Canada - 1961, 1965, 1970.

Occupational Group	YEAR		
	1961	1965	1970
	%	%	%
Managerial	3.7	3.8	3.9
Professional and technical	15.0	16.4	17.5
Clerical	30.0	29.7	32.2
Sales	9.4	8.7	8.3
Service/Recreation	22.7	23.1	22.6
Transportation/Communication	2.2	1.8	1.6
Farming	3.4	3.4	2.5
Craftsmen and related	12.8	12.2	10.5

Table 6:2 cont'd.

Occupational Group	YEAR		
	1961	1965	1970
	%	%	%
Labourers and unskilled	0.8	0.9	0.9
All Occupations	100.0	100.0	100.0

Source: D.B.S. Labour Force Special Tables - annual averages.
Table 3c

Table 6:3 Women as percentage of all Employed Workers in
Selected Major Occupational Groups, Canada. 1961,
1965 and 1970. (Stated in percentages)

Occupational Group	YEAR		
	1961	1965	1970
	%	%	%
Managerial	11.1	12.1	12.8
Professional and technical	42.0	42.5	42.1
Clerical	62.4	65.3	70.9
Sales	35.4	36.5	38.0
Service/Recreation	57.8	58.8	60.0
Communication	57.9	53.3	52.3
Farming	8.3	11.4	12.7
Craftsmen and related	14.6	14.2	13.8
Labourers and unskilled	4.6	5.4	7.2

Source: D.B.S. Labour Force op cit Table 3c

PROFESSIONAL WOMEN IN ONTARIO ARE CONCENTRATED IN A FEW FIELDS.

In 1961, teaching and nursing accounted for over two thirds of the female professional and technical workers in Ontario. A recent study from the Ontario Institute for Studies in Education gives a more detailed picture of women's share of professional and technical occupations. 1)

Table 6:4 shows that women are well represented in the paramedical professions and librarianship, as well as in teaching and nursing. However, their share in scientific and traditionally 'male' professions, such as physical science and law, is comparatively negligible.

1) Watson, Cicely and Butovac, Joseph - A Summary: Qualified Manpower in Ontario 1961-1986. O.I.S.E. 1968.

The 1971 estimates suggest that women's share of professional and technical jobs has not altered very significantly, although there is a marked increase in pharmacy, computer programming and statistics. As a whole, women's share of professional and technical occupations has probably declined from 39 to 38 per cent in the last decade. The authors of the study suggest that, "This is mainly due to a persistent decline in the proportion of female elementary school teachers, and to little growth in the nursing occupation" 2). From their data, women's share of nursing, secondary and elementary teaching dropped from 78 to 71 per cent between 1961 and 1971. However, when these professions are excluded, women's share of the other professional and technical occupations increased from 17 to 19 per cent during the 10 year period.

Table 6.4 Female Professional and Technical Manpower in Ontario.
1961 and 1971

(The 1971 figures are estimates, based on the 1961 Census figures).

Occupation	<u>Actual</u> <u>1961</u>		<u>Estimated</u> <u>1971</u>	
	No. of women	Women as % of Total	No. of women	Women as % of Total
Professional engineer	53	2.7%	75	2.7%
Architect	21	1.8	55	2.9
Surveyor	23	0.7	35	0.8
Science/engineering technicians	1,677	10.0	2,450	10.3
Draftsmen	393	0.4	603	0.4
Physical scientists	229	5.2	406	5.9
Biologists/agricultural professionals	146	.7.5	241	9.1
Professors/college principals	420	11.7	1,410	12.0
Secondary school teachers	4,275	33.3	9,135	31.5
Elementary school teachers	29,101	76.1	35,940	72.6
Teachers and instructors	995	41.8	1,335	41.8
Librarians	1,230	82.6	1,945	82.1
Physicians/surgeons	632	7.9	1,098	10.5
Dentists	121	5.3	230	7.2
Pharmacists	364	12.2	912	22.2
Osteopaths/Chiropractors	55	11.1	44	7.7
Optometrists	13	3.1	15	3.2

Table 6:4 cont'd.

Occupation	<u>Actual</u> <u>1961</u>		<u>Estimated</u> <u>1971</u>	
	No. of women	Women as % of Total	No. of women	Women as % of Total
Graduate nurses	24,214	98.5	30,320	96.8
Nurses in training	7,530	99.4	10,317	98.8
Dieticians	804	97.2	1,314	97.3
Physiotherapists	544	80.4	1,080	80.4
Occupational therapists	363	80.5	721	80.6
Medical laboratory technician	2,104	78.9	2,865	78.0
Radiological technician	810	50.0	1,070	48.0
Medical records librarian	436	89.9	631	88.0
Medical social worker	293	60.0	525	60.0
Dental hygienist	69	100.0	500	100.0
Dental technician	120	20.0	168	20.0
Other health professions	77	36.7	142	37.9
Judges/magistrates	12	4.3	20	5.3
Lawyers/notaries	162	3.3	300	4.3
Commercial artists	482	17.5	655	17.0
Other artists and art teachers	262	30.0	408	25.0
Authors/editors/journalists	1,519	26.5	2,282	25.0
Musicians/music teachers	2,668	59.5	3,359	60.0
Accountants/auditors	719	5.6	647	5.3
Actuaries	24	8.9	40	7.5
Statisticians	181	13.6	530	16.9
Economists	147	12.8	280	13.6
Computer programmers	70	14.1	1,420	25.0
Social Welfare workers	2,021	54.8	3,105	53.0
Religious workers	2,212	23.6	2,560	23.6
Other professionals	3,369	25.1	4,880	27.0
Grand Total	90,960	39.3	126,421	37.7

Source: Watson and Butovac, op cit ... Table II, Page 10 ff.

IN 1961, THE OCCUPATIONAL DISTRIBUTION OF POST-WAR IMMIGRANT WOMEN DIFFERED SIGNIFICANTLY FROM THAT OF ALL WORKING WOMEN.

In 1961, the labour force participation rate of post-war immigrant women was 39.6 per cent, higher than the labour force participation rate of 29.7 per cent for all women in Canada. Table 6:5 compares the occupational distribution of these two groups.

The first three occupational groups for all working women, ranked in descending order, were clerical (29 per cent).

service and recreation (22 per cent), and professional and technical (15 per cent). For post-war immigrant women, however, the same ranking puts service and recreation jobs first (29 per cent), followed by clerical (25 per cent), and then craftsmen and related occupations (22 per cent).

Within the major occupational groups, the distribution of post-war immigrant women differed from women as a whole. Within the service and recreation group, 21 per cent of post-war immigrant women were in the category of "housekeepers, waitresses, cooks and related workers", compared with only 17 per cent of all working women. Similarly, in the craftsmen and related group, 11 per cent of post-war immigrant women and 4 per cent of all working women were in the "tailloresses, furriers, upholsterers and related" category.

Post-war immigrant women made up 13 per cent of the experienced female labour force in 1961 so, looking at column three in Table 6:5, we can see that they were over represented in the service and recreation (17 per cent), craftsmen and related (25 per cent), and labourers (23 per cent) groups. Immigrant women were under represented in the managerial and professional groups, where they only made up 8 percent of all women in these jobs.

Table 6:5 Percentage occupational distribution of the Experienced* female labour force and female post-war immigrants. Canada 1961.

Occupational group.	A	B	A as % of B
	Total female labour force**	Female post-war immigrants in the labour force	
	%	%	%
Managerial	3.3	2.0	8.3
Professional and technical	15.4	9.6	8.3
Clerical	28.8	24.8	11.4
Sales	8.3	5.8	9.2
Service and recreation	22.4	28.6	16.9
Transport and communication	2.1	0.7	4.6
Farmers and farm workers	4.3	2.7	8.4
Craftsmen and related	11.6	21.7	24.8
Labourers	1.2	2.0	22.5
Occupation not stated	2.4	2.1	11.4
Total	100.0	100.0	
Number in thousands	1,766	235	13.3

* Experienced labour force -- excludes these people who are seeking their first job.

** Includes immigrants and non-immigrants.

Source: D.B.S. 1961 Census, General Review: The Canadian Labour Force, No. 99-522 (Vol. VII - Part 1) Table 25, Pages 12-51

THE MAJORITY OF IMMIGRANT WOMEN INTEND TO ENTER PROFESSIONAL AND TECHNICAL, OR CLERICAL OCCUPATIONS.

In 1967, the intended occupational distribution of women immigrants who entered Canada during the year was even more concentrated than that of the female labour force in general. 3) Table 6:6 shows that two thirds of all immigrant women intended to enter professional and technical, or clerical occupations, while less than one half of all working women in Canada were in these occupations in 1967.

Table 6:6 The intended occupations of immigrant women compared with the occupational distribution of all working women in Canada, 1967.

	Female immigrant workers, 1967 (36,859)	Employed women. 1967 (2,508,000)
Managerial	0.4%	3.7%
Professional and technical	28.9	17.2
Clerical	33.6	30.7
Communications	0.8	1.6
Service and Recreation	17.4	22.6
Manufacturing and mechanical	11.8	11.8
Labourers	2.6	0.9
(Others, plus 'not stated' in the case of immigrants)	<u>1.9</u>	<u>11.5</u>
	100%	100%

Source: Canada Year Book 1969 - D.B.S. Queen's Printer, Ottawa, Table 9, page 212 ff. D.B.S. Labour Force Special Tables, annual averages Table 3c, 1967.

About 70 per cent of the immigrant professionals and technicians were teachers or nurses, a proportion which corresponds to the distribution of professional women in the population. Half of the women immigrants in the service and recreation occupational group were planning to work as domestic servants. Four out of five immigrant women who were classified in the manufacturing occupational group intended to work as "tailors and furriers". Very few immigrant women aspired to managerial

- 3) It must be remembered that these figures only show the intended occupations of immigrants. There is no data to show whether or not they entered these occupations or even if they in fact entered the labour force.

occupations. One of the most striking features of the intended occupations of female immigrants is the greater proportion in professional and technical fields (29 per cent against 17 per cent for Canadian women).

The above data on recent immigrant women suggests that future censuses will show a narrowing of the gap between post-war immigrant women and all working women in terms of their occupational distribution.

CHAPTER 7: INCOME DIFFERENCES BETWEEN MEN AND WOMEN

THE LIMITED OCCUPATIONAL DISTRIBUTION OF WOMEN IS REFLECTED IN THEIR LOW INCOMES.

The best picture of the income difference between men and women is provided by the 1961 census data. However, this chapter will largely make use of the most recent income estimates (1965) although they must be interpreted with caution. The D.B.S. income figures for 1965 are based on a sample survey, so they are not as complete as the Decennial Census data, and they include income from all sources, not just wages and salaries from employment. This distinction between income and earnings should be kept in mind because statistics based on the former tend to exaggerate the difference between men and women.

IN 1965, WOMEN'S INCOMES IN ONTARIO WERE MARKEDLY SKEWED TOWARDS THE LOWER INCOME GROUPS.

Table 7:1 shows that, on the basis of 1965 statistics, over two thirds of all women in Ontario were clustered into the income groups below \$3,000, while only about one quarter of men came into this category. After this point, women's incomes fell off sharply, while men's incomes were more evenly distributed. In Ontario, in 1965, 32 per cent of all men received incomes of \$6,000 or more, while only 3 per cent of women came into this higher income group.

Table 7:1 Percentage Distribution of Individuals by Income Groups and Sex, Ontario 1965

<u>Income Group</u>	<u>Male</u>	<u>Female</u>
	<u>%</u>	<u>%</u>
Under \$1,999	19.3	59.5
\$2,000-2,999	7.8	14.4
3,000-3,999	10.6	13.6
4,000-4,999	14.3	7.5
5,000-5,999	15.6	2.7
6,000-6,999	11.0	1.2
7,000-7,999	6.8	0.4
8,000-9,999	8.1	0.6
\$10,000+	6.3	0.3
	100.0	100.0
Average Income	\$5,094	\$1,952
Median Income	\$4,856	\$1,391

Table cont'd.

- a) Income - total money income receipts from - wages and salaries (before deductions), net unincorporated business income (net income from self employment/independent professional practice), investment income, transfer payments (e.g. family allowances), miscellaneous (retirement pensions, alimony).
- b) Individual - all persons aged 14 and over who received income, other than military pay and allowances.

Source: Income Distributions by Size in Canada 1965
D.B.S. 13-528, October 1968. Table 24. page 39.

The National picture is similar. In Canada, in 1965, 53 per cent of women had incomes of less than \$1,500; 42 per cent had incomes between \$1,500 and \$4,999; while only 5 per cent had incomes exceeding \$5,000.1) On average, women's incomes were 41 per cent of men's incomes. Even when individuals whose major source of income is wages and salaries are compared, Canadian women received incomes which were 44 per cent of men's incomes in 1965.2)

The 1965 income figures provide some interesting breakdowns by age, marital status, education and occupation for Canada as a whole.

THE DISCREPANCY BETWEEN MALE AND FEMALE INCOMES WAS GREATEST AT MIDDLE AGE.

It can be seen from the following table that men's income rose rapidly to a peak in middle age (35-44 and 45-54 years), and then began to fall. Although women's incomes were also highest in these middle years, there was little variability of income among the female age groups, and, in all age groups, the average income of females lagged behind those of males.

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- 1) Income Distributions by Size op cit, Table 26, page 41
 - 2) Income Distributions by Size op cit, Table 27, page 42
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Table 7:2 Average Annual Income of Individuals by Age and Sex, Canada, 1965

Age	Male	Female	Female as % of Male
Under 24 years	2181	1602	73.5%
25-34	5186	2156	41.6
35-44	6273	2211	35.2
45-54	5646	2289	40.5
55-64	4530	1980	43.7
65+	2369	1324	55.9
All age groups	4551	1867	41.0

Source: Income Distributions by Size op cit, Table 26, Page 41.

The smallest difference between men and women was in the under 25 age group where the female income was three quarters of the male income. The discrepancy between male and female average incomes was greatest in the 35-44 year age group, when women's incomes were just over one third of men's incomes. Now this is partly due to the greatest proportion of women who do not work, or who only work part-time or part-year when they have family responsibilities. But it is also a reflection of the fact that many 'male' careers are characterized by marked increments over time, while many 'female' occupations do not follow this pattern. For instance, a young female secretary cannot anticipate large increases in her salary over time; whereas a male management trainee can expect significant increases as he is promoted up the executive career ladder. This pattern is accentuated by the fact that many women have their seniority broken by temporary withdrawal from the labour force.

THE INCOMES OF WOMEN WHO ARE THE SOLE SUPPORTERS OF THEMSELVES OR THEIR FAMILIES WERE ALSO VERY LOW.

Even at their peak earning period (35-44 years) single, widowed or divorced women received an average income of less than \$3,300 (see Table 7:3). As a whole, the average income of the single, widowed and divorced women was under \$2,000, and still only about half of the average income of men, although they made up 48 per cent of the female work force in Canada in 1965.

It is worth noting that, except for the youngest age group, the average incomes of these "independent" women were higher than for married women in 1965, especially between the ages of 25 and 54, when married women have their greatest domestic responsibilities. The very low average income for single women in the age group below 25 years is probably due to the large numbers of students in this category.

Table 7:3 Average Female Income by Marital Status and Age, Canada, 1965

Marital Status	Total	Age					
		under 25	25-34	35-44	45-54	55-64	65+
Married	\$1,778	2,012	1,868	1,940	1,878	1,591	1,021
Single/ Widowed/ Divorced	\$1,965	1,441	2,984	3,276	3,149	2,374	1,487

Source: Income Distribution by Size op cit, Table 37, Page 50.

Also in 1965, 61 per cent of the families and unattached individuals with a female head, had an annual income below \$3,000. The corresponding statistic for male heads was 18 per cent. The average income for families or unattached individuals with male heads was \$6,338.

The majority of one-parent families are headed by women. In 1961 female heads of families (husband may be present) received incomes which were only 38 per cent of the incomes of male family heads. However, families with female heads received incomes of 71 per cent of families with male heads; which suggest that other family members reinforce the low income of female family heads. Less than 40 per cent of all female family heads were in the labour force in 1961, which means that most of them rely on welfare assistance or other sources of income. Among families headed by women, the incidence of poverty is greatest when the women heads are under 35, because this is when they are likely to have dependent children. The proportion of families headed by women in the low income brackets declines as the female heads get older, reflecting the economic contribution of older children who have not left home. 3)

3) Podoluk, Jenny R. Incomes of Canadians D.B.S. 1961 Census monograph.

ON AVERAGE, WOMEN RECEIVE LOWER INCOMES THAN MEN WITH THE SAME LEVEL OF EDUCATION.

Table 7:4 demonstrates that education had little influence on the wage differential between men and women in 1965, except in the 'some university' category, where average female incomes were 55 per cent of males; compared to a range of 33 to 39 per cent in the other educational categories. Therefore, at all educational levels, women receive lower incomes than men with the same degree of educational attainment.

Table 7:4 Average Annual Income by Education and Sex, Canada 1965

	Elementary		Secondary		University	
	None/some	Completed	Some	Completed	Some	Completed
Male	\$3,029	4,218	4,384	5,711	4,727	9,695
Female	\$1,165	1,389	1,691	2,281	2,617	3,670
Female as % of Male	38.5	32.9	38.6	39.9	55.4	37.9

Source: Income Distribution by Size op cit, Table 32, page 45

THE INCOME GAP BETWEEN MEN AND WOMEN VARIES WIDELY, ACCORDING TO OCCUPATION.

The income difference between men and women is not uniform, and the following table shows that women's average annual earnings range from 40 to nearly 70 per cent of men's earnings, depending upon the occupational group.

Table 7:5 Average Annual Earnings^{*} by Occupation and Sex for Full-year Workers. (i.e. 50-52 weeks) Canada 1965

Occupation	Male	Female	Female as % of Male
	\$	\$	
Managerial	7,920	3,351	42.3
Professional and Technical	7,602	4,226	55.6
Clerical	4,713	3,263	69.2
Sales	5,287	2,077	39.3
Service and Recreation	4,120	2,099	50.9

* "earnings" - include wages and salaries and net income self employment.

(N.B. Transportation/Comm/Farmers/Labourers excluded because female numbers too small).

Source: Income Distribution by Size op cit, Table 31, page 44

THE GAP BETWEEN MALE AND FEMALE EARNINGS IS LESSENNED WHEN FULL-TIME, FULL-YEAR WORKERS ARE COMPARED.

The latest income figures do not make allowances for the fact that more women than men work part-time, or on a part-year basis. The income difference between men and women is lessened when part-year workers are excluded. In 1965, the average income of all female employees was 49 per cent of the income of male employees; but when men and women employees who worked 40 to 49 weeks during the year are compared, the average female income jumps to 58 per cent of the male income. This comparison only excludes the large number of women who work on a part-year basis - it does not allow for those people who work part-time all the year round.

Using the 1961 census data we can screen out the regular part-time workers and thereby make a more meaningful comparison between male and female earnings. (See Table 7:6). On average, full-time, full-year women workers earned 59 per cent of male earnings in 1961; while women employees as a whole, including those who worked part-time or part-year, only earned 54 per cent of men's earnings.

Table 7:6 Percentage Distribution of Wage-earners in Current Labour Force by Sex and Size of Wages and Salaries, May 31, 1961

Income Group	All wage earners*		Full-year workers**	
	Male %	Female %	Male %	Female %
Under \$1,000	9.6	25.2	0.8	4.6
\$1,000-1,999	11.0	25.1	3.9	22.5
2,000-2,999	15.6	26.4	13.4	37.5
3,000-3,999	22.1	15.8	26.2	24.3
4,000-4,999	18.7	4.8	24.4	7.3
5,000-5,999	10.6	1.5	14.3	2.2
6,000-6,999	5.2	0.6	7.2	0.9
7,000-9,999	5.0	0.5	6.9	0.7
\$10,000+	2.1	0.1	2.9	0.1
Average wages and salaries	\$3,679	\$1,995	\$4,446	\$2,620
Female earnings as % of male	54%		59%	

* includes part-time and part-year workers.

**worked 49 to 52 weeks and usually worked 35 hours or more per week.

Source: Podoluk, J.P. op cit, Table 4.3, page 55

Another feature of Table 7:6 is that the 1961 data enables us to look at earnings rather than total income. Apart from the breakdown by occupations, this is not possible with the 1965 data. When individuals who are employees (ie those not in the labour force, and self-employed excluded) are compared, the average male income in 1965 was \$5,087. The average annual income for female employees was \$2,465, or 49 per cent of the male employees' income. This income differential is less than the 41 per cent difference when all individual incomes are compared.

So the apparent contradictions between the different estimates of the income differential between men and women are due to the type of income which is considered (e.g. income from all sources or earnings from employment) and the labour force participation characteristics of the men and women who are compared. (e.g. full-time, full-year). Table 7:7 shows that the calculations of women's income as a proportion of men's incomes varies from 41 to 59 per cent.

Table 7:7 Various Income Differentials between men and women by Year and Basis. - Canada

<u>Year</u>	<u>Basis</u>	Female income as <u>% of male income</u>
1965	Average annual <u>income</u> from all sources of all <u>individuals</u> (see Table 7:2)	41
1965	Average annual <u>income</u> of <u>individuals</u> whose <u>major source</u> of income was wages and salaries	44
1965	Average annual <u>income</u> - individual <u>employees</u>	49
1961	Average annual <u>wages and salaries</u> of all wage-earners in the current labour force (Table 7:6, columns 1 and 2)	54
1965	Average annual <u>income</u> of employees who worked 40 to 49 <u>weeks</u> (full or part-time)	58
1961	Average annual wages and salaries of full-year, full-time wage earners in the current labour force (Table 7:6, columns 3 and 4)	59

THE LATEST INCOME FIGURES SUGGEST THAT THE INCOME GAP BETWEEN MEN AND WOMEN IN CANADA IS NARROWING.

Contrary to the recent trend in the United States, the income gap between men and women in Canada has not increased, and preliminary income figures for 1967 suggest that the income differential between men and women is beginning to decrease. "Incomes reported by women (individuals) for the year 1967 averaged \$2,303. This was \$436, or 23 per cent higher than the 1965 average. For men, the average income was \$5,331, up 17 per cent from the 1965 figure of \$4,551. It should be noted that the above figures do not represent earnings from employment only but money income from all sources, and individuals who did not work in 1967 as well as full-time and part-time workers are included in these averages". 4)

In the United States, the income gap between men and women who work full-time and full-year has actually increased. In 1969, women workers earned 58 cents for every dollar a male worker earned, a decrease from 64 cents in 1967. 5)

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- 4) Income Distribution and Poverty in Canada 1967 - Preliminary Estimates. D.B.S., October, 1969.
 - 5) Fact sheet on the Earnings Gap. Women's Bureau, U.S. Department of Labor, February, 1970.

The income data from Canada and the United States is not strictly comparable because the former is based on total income, while the latter is based on earnings. A more accurate comparison cannot be made until the 1971 Census figures are available.

CHAPTER 8: THE EDUCATIONAL ATTAINMENT OF WOMEN WORKERS.

THE FEMALE LABOUR FORCE IS BETTER EDUCATED THAN THE MALE LABOUR FORCE.

Table 8:1 compares the educational attainment of men and women workers. In general, Ontario's working women are better educated than men in the labour force, especially at the secondary level of education. 66 per cent of the female labour force had some or complete high school education in 1965, compared to 52 per cent of the male labour force. Men overtake women slightly at the post secondary level since 11 per cent of men and 10 per cent of women in the labour force had complete or partial university education.

One reason for working women's educational superiority is that, even in the population, women are better educated than men, since proportionately more of them have attained secondary education. However, this difference is accentuated by the fact that better educated women are more likely to work than the lesser educated women.

Table 8:1 Educational Level of the Labour Force, by Sex,
Ontario, February 1965. (stated in percentages).

<u>Educational Level</u>	<u>Labour Force</u>	
	<u>Male</u>	<u>Female</u>
	<u>%</u>	<u>%</u>
Completed Elementary School or less	37	24
Some High School	39	43
Completed High School	13	23
Some University or University Degree	11	10
	100%	100%

Source: Whittingham, F.J. - Educational Attainment of the Canadian Population and Labour Force, 1960-65
D.B.S. Special Labour Force Studies No. 1, 71-505.
Table C 19, page 34.

THE MORE EDUCATED A WOMAN IS, THE MORE LIKELY SHE IS TO BE IN THE LABOUR FORCE.

Table 8:2 compares the labour force participation rates of men and women in different educational groups. As one would expect, there is a positive relationship between education and labour force participation for both sexes.

Thus, the participation rates of people with complete high school education, or better, are higher than the average participation rate of all persons over the age of 14 years.

However, the positive association between education and labour force participation is much stronger for women than for men. The participation rates for men are generally high, regardless of their educational level, and there is only a 16 percentage point difference in their range. Women's participation rates, on the other hand, range from 23 per cent for women with an elementary education or less, right up to 46 per cent for women with a complete high school education or better -- a difference of 23 percentage points.

Table 8:2 Labour Force Participation Rates by Sex and Level of Education, Ontario, February 1965.

<u>Educational Level</u>	<u>Male</u>	<u>Female</u>
Completed elementary school or less	78.1	23.2
Some high school	75.9	33.2
Completed high school	91.7	45.8
Some university education or degree	83.3	45.6
Annual average participation rate for all educational levels	79.8	34.6

Source: Whittingham op cit.

AT ALL LEVELS OF EDUCATION, LABOUR FORCE PARTICIPATION DECLINES IN THE MAIN CHILD-BEARING AND CHILD-REARING AGE GROUPS.

Table 8:30 shows the interaction of age and education for men and women's labour force participation in Ontario in 1965. In every age group there is a marked positive association between participation and educational level for females. Men's participation rates are not strongly influenced by age, whatever their educational level, whereas the reverse is true for women. The peak participation rates for women, at all levels of education, are between the ages of 20-24 years; followed by a sudden drop during the ages of 25-44 years. The opposite situation is true for men since, at every educational level, their participation rates rise between the first two age groups. The decline in women's labour force participation is not directly due to age, it indicates that marital status and family stage are more dominant influences on women's labour force participation than their education. The re-entry of women into the labour force after 45 years is masked by the inclusion of those over 65 years in the final age category, and the inclusion of all marital status groups.

Table 8:3 Labour Force Participation Rates by Age, Sex and Level of Education, Ontario, February 1965.

Education	Age Groups		
	20-24 years	25-44 years	45+ **
<u>Men</u>			
Elementary education or less	97.3	97.6	69.3
Some high school	97.0	99.1	84.7
Completed high school or more	66.2*	97.7	86.7
<u>Women</u>			
Elementary education or less	34.4	28.7	19.1
Some high school	47.1	34.7	33.6
Completed high school or more	70.1	42.6	38.3

* Apparently low participation due to fact that many men in this age group have not graduated.

** For both sexes, the participation rates in this age group appear very low because it includes those over the age of 65 years.

Source: Whittingham, F.J. op cit Table S C20 and C21, pages 34, 35.

The effect of family responsibilities is even more marked when single women are excluded, as Table 8:4 demonstrates. The labour force participation of well-educated married women in the age group of 30 to 34 years drops sharply to the same levels as the participation of less well educated married women. However, the 'rebound' of participation is greater for better educated women, since proportionately more of them work before and after the low point of participation.

Table 8:4 Married Female Labour Force Participation Rates
by Age and Education. Canada 1961.

Age Group	Education					All
	Elementary	Secondary 1 - 3 4 - 5		University Some Degree		
1st peak*	18.29	26.9	37.89	45.11	46.13	27.24
Low point (30-34)	17.03	21.34	23.68	25.73	21.69	21.02
2nd peak (45-49)	22.45	29.19	34.24	40.49	35.03	27.34

*Ages 20-24 for women with 1-3 years secondary or less; ages 25-29 for the remaining categories.

Source: Allingham J.D., and Spencer, B.G. - Women Who Work
Part 1 - The Relative Importance of Ages, Education
and Marital Status, D.B.S. Special Labour Force
Studies No. 5, 71-509, Table 111, page 18.

CHAPTER 9

EDUCATION AND TRAINING OF GIRLS

One of the main reasons for women's limited occupational distribution, and concentration in typically 'female' occupations, is their relative lack of post-secondary qualifications, and their parallel concentration into typically 'female' courses. The latter process begins to manifest itself at the secondary level of education.

1) SECONDARY EDUCATION

The differences between male and female education begins to be explicit at the secondary school level. Statistics on school subjects are not sufficiently detailed to give a complete picture of this process, but we do know that, in 1968/69, girls made up only 5 per cent of the students enrolled in Science, Technology and Trade courses (grade 9-12). 1)

The consequences of this streaming into 'male' and 'female' courses are reflected in the type of courses which women take at the post-secondary level, and their intended occupational destination on leaving school. See Tables 9:5 and 9:6).

In Ontario, a similar proportion of boys and girls, (almost one third) went on to further education in 1967/68 although the girls were slightly ahead. Over one third of the boys and just under one third of the girls went directly into employment. Equal proportions were not employed, or left Ontario - the latter usually for further education. Nearly 4 per cent of the female school-leavers left to get married.

Since 1964/65 the proportion of both girls and boys who go on for further education has increased considerably, and the numbers going straight into the labour force has declined. This trend may be attributed to the need for a more qualified labour force, and also to recent expansion of post-secondary educational facilities.

1) Report of the Minister of Education 1968/69 - Ontario Department of Education.

Table 9:5 Pupil Retirement from Secondary School by Reason for Leaving and Sex -- Ontario 1964/65 and 1967/68

	1964/65		1967/68	
	Male	Female	Male	Female
	%	%	%	%
Further Education in Ontario	22.9	29.4	30.9	33.2
Employment	51.9	43.2	34.7	32.8
Not employed	5.6	6.2	6.2	6.6
Left Ontario	5.3	4.7	4.2	4.1
Marriage	---	4.1	---	3.8
Plans not known	11.6	9.8	19.6	16.1
Other (including "reasons not reported")	2.7	2.6	4.4	3.4
	100%	100%	100%	100%
Number	50,310	45,069	57,799	53,047

Source: Pupil Retirement Reports 1964/65 and 1967/68 - Ontario Department of Education. Tables 2.1 and 2.2

N.B. The above table covers all school leavers, i.e. graduates, drop-outs, students who moved to other provinces, etc.

The further education of girls tends to be more widely distributed than for boys. Nearly 84 per cent of the latter went to university (58.2 per cent) or community colleges (25.6 per cent). However, only 41 per cent of the girl school-leavers went to university, while teachers college, nursing school and community college were their next choices, in descending order.

In the case of those students who went straight into employment the situation regarding dispersal is almost completely reversed. Over three out of five girls went into clerical employment, with service and recreation, sales, and labouring following well behind. The distribution of the male school leavers in the major occupational groups was much more even, although labouring, and craft and production work accounted for about one half.

Table 9:6 Pupil Retirement by Reason for Leaving and Sex - Ontario 1967/68

Breakdown of those going on for further Education in Ontario or Employment in Ontario. i.e. 66 per cent of male and female school-leavers.

	Male %	Female %
<u>FURTHER EDUCATION IN ONTARIO</u>		
Agricultural	1.0	0.4
Community College	25.6	10.4
Private Academic	2.3	2.6
Private Business	0.3	3.3
Private Trade	1.1	1.2
Ryerson	3.8	1.7
Nursing School	0.2	15.3
Teachers' College	4.1	19.3
University	58.2	41.0
Other Educational	3.2	4.9
	100%	100%
Number	17,844	17,612
<u>EMPLOYMENT IN ONTARIO</u>		
Clerical	12.6	63.1
Crafts, production	21.6	4.8
Farm and primary	8.5	0.7
Labourer	29.7	6.9
Managerial	0.6	0.1
Professional and Technical	5.8	2.9
Sales	8.0	7.5
Service and Recreation	9.2	12.6
Transport and Communications	4.0	1.4
	100%	100%
Number	20,036	17,389

Source: Pupil Retirement Report 1967/1968 op cit

2) NON-UNIVERSITY POST-SECONDARY EDUCATION

In Ontario, in 1968/69 women comprised only about one quarter of the full-time enrolment in publicly sponsored post-secondary technical courses.2) 93 per cent of these women were concentrated into four courses - applied arts; business and commerce; medical, dental and nursing; and social welfare and recreation.3) In the same year, women made up one third of the enrolment at private trade schools, and nine tenths of the enrolment at private business colleges in Ontario.

Table 8:7 shows that, in 1969, there were 8,530 female students enrolled in Ontario Community Colleges, and they comprised just over one quarter of the total enrolment.

Table 9:7 Total Full Time Enrolment in Vocational Programmes in Ontario Community Colleges and Related Institutions*, by Field of Specialization and Sex. Fall, 1969.

Field of Specialization	Total	Female	Female as % of Total
Applied Arts	6,597	3,584	54.3
Business and Commercial Technologies	10,609	2,592	24.4
Medical/Dental/Nursing	7,951	132	1.7
Miscellaneous	1,291	935	72.4
Natural Resources	3,485	492	14.1
Social Welfare and Recreation	1,446	54	3.7
	1,344	741	55.1
Total	32,723	8,530	26.1

* As well as the 24 colleges of Art and Advanced Technology, the table includes enrolment data from Centralia College of Agricultural Technology, Huron Park; Kemptville College of Agricultural Technology; Lakehead University, Thunder Bay; New Liskeard College of Agricultural Technology; Niagara Parks Commission School of Horticulture; Ontario College of Art; Ridgeway College of Agricultural Technology; and Ryerson Polytechnical Institute, Toronto.

Source: Canadian Community Colleges and Related Institutions 1969-70. D.B.S. 81-222, September 1970, Table 3, page 55.

- 2) i.e. Colleges of Art and Advanced Technology, Ryerson, Ontario College of Art, four Colleges of Agricultural technology.
- 3) Preliminary Statistics of Education 1968/69 D.B.S. 81-201

In the Business Division girls are almost exclusively enrolled in secretarial courses, while the boys are enrolled in business administration. Only about one out of every fifty people specializing in technology is a woman, although women are well represented in the fields of applied arts, medicine and social welfare (Table 9:7). Similarly, an unequal distribution of men and women by division exists at Ryerson Polytechnical Institute. (Table 9:8)

Table 9:8 Full Time Enrolment at Ryerson Polytechnical Institute by course and sex -- Fall 1969.

Course	Male	Female	Female as % of total
Arts	53	23	30.3%
<u>Applied Arts</u>			
Home Economics	-	479	100.0
Library Arts	19	45	70.3
Other A.P.	692	164	19.2
<u>Business</u>			
Business Administration	1,406	17	1.2
Secretarial Science	-	294	100.0
Technology	2,178	21	1.0
<u>Community Services</u>			
Health Inspectors	104	-	0.0
Nursing and Social Sciences	35	198	85.0
Total	5,728	4,487	1,241
			21.7

Source: Unpublished statistics, D.B.S. Education Division, Report on Post-Secondary Education.

Teacher Education

In 1956/57 there were 2,685 women enrolled at Ontario Elementary Teacher Education Institutions, and they made up 78 per cent of the total enrolment. When elementary teacher training expanded sharply in the early 1960's, women's share of enrolment dropped to about 71 per cent; but by 1969/70 the proportion of women had gone back to 78 per cent (6,178).

Table 9:9 gives more details of the distribution of women in the various types of courses in Ontario's teacher training institutions -- At the secondary teacher training level women's share of enrolment rose from 38 per cent (353) in 1962/63 to 57 per cent (1,642) in 1969/70.

Table 9:9 Enrolment in Ontario teacher training institutions -
October 1969

	Total	Female	Female as % of total
<u>Elementary</u>			
1 year course	6,774	5,275	77.9%
2 year course	171	141	82.5
Courses for Univ. Grads	754	566	75.1
Primary specialists	198	197	99.5
*Total	7,896	6,178	78.2
<u>Secondary</u>			
High School B	1,908	1,213	63.6
High School A	729	368	50.5
Vocational & Occupational	237	61	25.7
Total	2,874	1,642	57.1

*Total includes special courses for which there is no sex breakdown. N=738

Source: Report of the Minister of Education 1970. Ontario
Department of Education. Tables 2.31 and 2.32.

3) UNIVERSITIES AND COLLEGES

In 1967/68 American women comprised 41 per cent of all bachelor and first professional degrees, while in Canada, in the same year, the corresponding proportion was 36 per cent. Graduation figures in Table 9:10 show that, although the number of female graduates increased from 7,751 to 23,205 between 1962/63 and 1968/69, their distribution in different disciplines has not altered very significantly.

Long Version

Table 9:10 Female University Graduates by Field of Study. Canada
1962/63 and 1968/69.

Field of Study	1962/63		1968/69	
	Number Women	% of Total	Number Women	% of Total
B.A.	3,560	33.8	10,869	42.8
B.Sc.	352	15.7	1,341	21.0
B. Commerce	47	4.0	149	7.2
Engineering	2	0.9	20	0.7
Architecture	3	3.1	5	2.5
Forestry	-	0.0	-	0.0
Agriculture	13	3.6	27	5.0
Veterinary Science	2	2.4	9	8.0
Household Science	321	100.0	559	100.0
Education	1,379	39.5	4,437	48.6
Library Science	195	73.6	348	71.8
Physical Education	104	30.9	300	39.3
Social Work	167	61.4	267	54.8
Medicine	65	7.9	125	12.3
Dentistry	5	1.9	20	5.9
Pharmacy	75	25.6	142	41.0
Nursing	386	100.0	1,038	98.0
Physio/Occupational Therapy	173	100.0	270	97.5
Chiropractic	3	15.8	2	4.9
Optometry	2	6.1	-	0.0
Law	24	4.1	93	7.0
Theology	43	4.9	10	3.3
Fine and Applied Art	8	61.5	93	68.9
Interior design	11	45.8	14	50.0
Journalism	15	45.5	41	58.6
Music	51	66.2	184	63.7
Other	47	44.3	128	47.6
Total undergraduate	7,053	28.0	20,491	37.3
M.A.	402	23.6	1,081	23.8
M.Sc.	72	8.5	233	10.1
Ph.D. (earned)	34	8.1	87	7.9
Total graduate	508	17.1	1,401	17.6
GRAND TOTAL	7,561	26.8	21,892	34.8

Source: Canada Year Book 1967 Ottawa, Queen's Printer, Table 10, page 360. Survey of Higher Education: Fall Enrolment in Universities and Colleges, 1969/70 D.B.S. 81-204 Annual, Table 4, page 20.

Women make up an increasing share of the enrolment at Ontario universities and colleges (see Table 9:11). In Canada as a whole, there has been a similar trend, since women's share of total full-time enrolment increased from 28 to 36 per cent between 1951/52 and 1967/68. In both cases, the increase has been most marked at the undergraduate level.

Table 9:11 Fall Enrolment at Ontario Universities and Colleges by Sex, 1962/63 and 1969/70.

(Women stated as percentage of total enrolment)

	Full-Time		Part-Time	
	undergraduate	graduate	undergraduate	graduate
1962/63				
No. of women	10,108	467	4,532	348
Women as % of Total	28.1	14.0	38.1	19.0
1969/70				
No. of women	32,833	2,636	17,585	1,533
Women as % of Total	35.0	20.3	45.7	33.0

1969/70 figures subject to minor revisions.

Source: Survey of Higher Education, Part 1: Fall Enrolment in Universities and Colleges. 1962/63 D.B.S. 81-204, Table 1, pages 16-17. D.B.S. Weekly March 13, 1970, page 8.

Table 9:11 also demonstrates the importance of part-time education for women. At both levels of enrolment, the proportion of part-time women in comparison to men is greater than their proportion of full-time enrolment, and the same trend has been apparent in Canada for the last five years. For instance, women make up 35 per cent of the full-time, and 46 per cent of the part-time, undergraduate enrolment in Ontario.

Table 9:12 shows that there are only 11 disciplines where women make up more than 40 per cent of the undergraduate enrolment; and three of these (nursing, physiotherapy, and household science) are almost exclusively 'female' subjects. The other areas in which women are well represented are - arts, fine and applied arts, journalism, library science, music, social work, pharmacy, and physical and health education.

The latter two subjects have only reached the 40 per cent mark in recent years, and, except for these two cases, the biggest increases in female enrolment have been in the disciplines which are already female preserves - education, library science and music. Women's share of graduate enrolment is consistently lower than their share of undergraduate enrolment.

Table 9:12 Full and Part-time University Enrolment by Course and level - Ontario, 1968/69.

Course	Undergraduates		Graduates	
	Number of Women	% of Total Enrolment	Number of Women	% of Total Enrolment
Arts	30,543	44.8	1,529	27.7
Pure Science	2,724	19.2	332	11.4
Agriculture	66	7.9	4	7.7
Architecture	26	6.5	14	20.9
Commerce	224	5.0	35	1.6
Dentistry	25	4.4	3	0.5
Education	1,047	49.6	447	29.2
Engineering	84	1.0	20	1.0
Fine and Applied Arts	116	65.9	-	-
Forestry	7	3.4	1	3.0
Household Science	798	98.6	18	79.3
Journalism	174	54.4	-	-
Law	134	6.4	19	19.8
Library Science	270	73.8	69	75.8
Medicine	359	18.1	114	22.9
Music	319	53.2	6	18.2
Nursing	1,743	97.9	14	100.0
Optometry	8	7.3	-	-
Pharmacy	204	40.6	5	19.2
Physical Education	816	40.1	8	16.3
Physiotherapy	150	100.0	-	-
Social Work	384	64.9	9	40.9
Theology	105	10.0	4	1.9
Veterinary Science	26	9.7	7	12.3
Others	393	38.2	185	29.9
<u>Total</u>	41,158	36.1	2,883	17.6

Source: Survey of Higher Education: Fall Enrolment in Universities and Colleges, 1968/69 D.B.S. 81-204, Table 8.

Projections of post-secondary educational enrolment to 1981 predict that, by 1980, about half of the population between 18 and 21 years of age will be enrolled full-time in all post-secondary institutions. 4) In Ontario the enrolment at Colleges of Art and Advanced Technology will continue to expand sharply for at least another two years and teachers' colleges are expected to become absorbed into the university system. This phenomenal expansion of post-secondary education will obviously influence the educational attainment of Canada's and Ontario's female population. Ontario women's share of post-secondary enrolment is expected to increase from 38 per cent in 1967/68 to 41 per cent in 1980/81. In the universities, female enrolment is expected to continue expanding at the undergraduate level, but the most rapid expansion is expected at the graduate level.

Table 9:13 Females as Proportion of Full-time University Enrolment. Canada and Ontario. (Includes Teachers' Colleges)

	<u>Actual</u>				<u>Projected</u>	
	1951/52		1967/68		1880/81	
	Canada	Ontario	Canada	Ontario	Canada	Ontario
Undergraduate	28.9%	27.2%	37.0%	37.1%	41.7%	42.0%
Graduate	14.8	14.3	19.3	16.2	26.2	26.4
Total Full-Time	28.2	26.3	35.5	34.7	39.4	39.6
No. of Females	20,054	5,993	100,660	29,857	105,860	110,800

Source: Z.E. Zsigmond and C.J. Wenaas. op cit ... Tables A-42 and A-44

It is interesting to note from Table 9:13 that in 1980 the proportion of female graduates in Ontario (26 per cent) will be very similar to the proportion of female undergraduates in 1951 (27 per cent). This implies that, as undergraduate university education becomes increasingly common, educational disparity between men and women will be shifted to a later stage in the educational system. At the moment men and women are equally educated until after high school - in the future the differences between them will emerge at the post graduate level.

4) Z.E. Zsigmond and C.J. Wenaas - Enrolment in Educational Institutions by Province 1951/52 to 1980/81 Economic Council of Canada. Study No. 25, 1970.

4) ADULT AND CONTINUING EDUCATION

An increasingly important area of Women's education is adult and continuing education, either for interest or for vocational upgrading and retraining.

The Adult Occupational Training Act, 1967 (OTA) provides for a wide variety of occupational and adult training courses. In 1968-69, there were over 25,000 women enrolled in all the OTA programmes in Ontario, and they comprised one quarter of the total enrolment.⁵⁾ Yet in 1968 women made up one third of the labour force and nearly one third of the unemployed in Ontario; facts which suggest that they are under-represented in the OTA schemes.

In 1967-68 there were 19,295 women enrolled full-time in publicly operated trade schools and related institutions and they made up 30 per cent of the total full-time enrolment.⁶⁾ There were also 1,189 women enrolled part-time where they made up one quarter of the part-time students. Many of the women in these occupational courses are referred for training by the Department of Manpower under the OTA Act. By looking at the full-time students, we can again see the "traditional" distribution of men and women by course.

Of the 80 full-time occupational courses offered in Ontario, 42 did not have any women enrolled in them, while eight courses had 100 per cent female enrolment. Sixty one per cent of the women were enrolled in the 'basic training for skill development' course, while nearly one third were enrolled in 'office' courses, such as key-punching, stenography, business machine operating, and accounting. Women were proportionately over represented in these 'office' courses, as well as in the nurses aide and orderly course; courses related to the manufacture of clothing such as dressmaking, and power sewing and courses related to catering, service and sales occupations. Women were under-represented or absent from most of the technical courses.

5) Unpublished statistics, Department of Manpower and Immigration.

6) Survey of Vocational Education and Training 1967/68. D.B.S. 81-209, April, 1970, Tables 14 and 15.

These occupational courses offer training in selected trades and occupations for youths beyond the compulsory school attendance age who have left the regular school system and for adults who require refresher courses or retraining.

Also in 1967-68, there were 1,136 women undertaking 'training-on-the-job' sponsored by the Ontario Department of Labour.⁷⁾ Once again, the distribution of men and women by type of course is similar to that outlined above for the full-time occupational training courses.

Many mature women are now making use of the wide variety of extension and part-time courses offered by Ontario universities and other educational institutions. Some of the province's universities have special mature student admission regulations, and all of them have policies providing for flexible individual consideration of mature applications. As well as credit courses, most of the Ontario university extension departments offer certificate and non-credit courses. The latter are often especially designed for the interests and needs of adult students.

The universities of Guelph, York and Toronto are especially noted for their mature student programmes and details of their courses are given in a recent publication from the Ontario Institute for Studies in Education.⁸⁾ In 1968-69 about half of the 5,900 students in degree courses in the university of Toronto Extension Division were women. In the past, extension courses were mainly utilized by teachers for professional upgrading, but extension courses now attract a much broader section of society, including housewives.

Local education authorities run a variety of night classes and many voluntary associations are active in the field of adult education. For example, the Young Women's Christian Association and the National Council of Jewish Women of Canada. Several professional associations run their own upgrading and updating courses. One unique programme is the Quo Vadis School of Nursing in Toronto which runs a two year course for women between the ages of 30 and 50 years. The Ontario Department of Education provides correspondence courses in elementary and secondary school subjects. The Community Colleges are a relatively new area for the continuing education of women, and a number of colleges have run experimental courses especially designed for older women who are considering returning to the work force.

7) Survey of Vocational Education op cit, Table 17.

8) Royce, Marion V. - Continuing Education for Women in Canada: Trends and Opportunities, Department of Adult Education, The Ontario Institute for Studies in Education, 1969.

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Topics include -- current distribution of female public servants -- salary and level attained by men and women -- differences in capability, work patterns and interests of men and women -- differences in opportunities and treatment -- current structure of work and personnel practices -- recommendations.

Canada Department of Labour: Women at Work in Canada: A Fact Book on the Female Labour Force 1964. Ottawa, Queen's Printer, 1965.

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Canada Department of Labour, Women's Bureau. Changing Patterns in Women's Employment, Ottawa, 1966.
Report of a Consultation held in Ottawa, March 18, 1966.

Dr. Sylvia Ostry -- "The Female Worker: Labour Force". Discusses historical trends in female labour force activity. Looks at the current relationship between female labour force activity and certain demographic and economic variables, in order to investigate the factors which influence women's decisions to enter the labour force.

Professor Noah M. Meltz -- "The Female Worker: Occupational Trends in Canada". Looks at women's present occupational distribution, historical changes and the reasons for these changes, and women's future occupational trends.

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Table giving basic statistics on working women. Where possible data for 1959, 1964 and 1969 is presented.

Canada Department of Labour, Women's Bureau, Working Mothers and Their Child-care Arrangements. Ottawa, 1970.

Results of a 1967 survey estimating the extent of mothers' employment, the number and ages of children affected, and the types of child care arrangement used.

Dominion Bureau of Statistics, Special Labour Force Studies:-

No. 5. Women Who Work: Part 1. The Relative Importance of Age, Education and Marital Status for Participation in the Labour Force.

D.B.S. catalogue number 71-509, September, 1967.

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D.B.S. catalogue number 71-511, August, 1967.

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Looks at historical and current data on female public servants. Details principal characteristics and career patterns of women employees, including comparisons with men. Examines personnel policies and practices that facilitate or impede women's advancement. Looks at attitudes and preferences of men and women toward women in various employment relationships. Ends with recommendations for changes in personnel practices.

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- a) Women's working life cycle -- profile of labour force membership by age and other demographic characteristics. Presents historical background to current cross-sectional picture.

- b) The influence of other variables, such as education or husband's income, on women's labour market behaviour.
- c) Earnings differences between men and women.

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